

WYOMING PAID FIREMEN'S RETIREMENT FUND PLAN B
ACTUARIAL VALUATION REPORT
FOR THE YEAR BEGINNING JANUARY 1, 2015

April 27, 2015

Board of Trustees
Wyoming Paid Firemen's Retirement Fund Plan B
6101 Yellowstone Road
Suite 500
Cheyenne, WY 82002

Dear Board of Trustees:

Subject: Actuarial Valuation as of January 1, 2015

We are pleased to present the report of the actuarial valuation of the Wyoming Paid Firemen's Retirement Fund Plan B ("the Fund") for the plan year commencing January 1, 2015. This report describes the current actuarial condition of the Fund, determines the calculated employer contribution rate (the actuarially determined contribution rate), and analyzes changes in this contribution rate for the prior year. Valuations are prepared annually, as of January 1, the first day of the Fund's plan year.

Financing objectives and funding policy

The employer and employee contribution rates are specified in statute. The purpose of this actuarial valuation is to determine whether or not this statutory contribution is sufficient to meet the obligations of the Fund.

Progress toward realization of financing objectives

The funded ratio (the ratio of the actuarial value of assets to the actuarial accrued liability) is a standard measure of a plan's funded status. The funded ratio, based upon the assumption of no further cost-of-living adjustment increases as of January 1, 2015 is 100.15%. In the January 1, 2014 valuation, this funded ratio was 99.11%. On a market value of assets basis, the Fund's funded ratio decreased from 103.45% as of January 1, 2014 to 100.87% as of January 1, 2015.

Benefit provisions

The benefit provisions reflected in this valuation are those which were in effect on January 1, 2015. W.S. 9-3-454 prohibits benefit changes, including cost-of-living increases, unless the funded ratio stays above 100% plus a margin for adverse experience throughout the life of the benefit change. Therefore, this valuation does not include any liability for future cost-of-living increases. There were no benefit changes since the prior valuation.

The benefit provisions are summarized in Appendix B of the report.

Assumptions and methods

Actuarial assumptions and methods are set by the Board, based upon recommendations made by the plan's actuary. The current assumptions used in the actuarial valuation were adopted by the Board effective February 22, 2013 and were first utilized with the January 1, 2014 valuation report. For a detailed description of the experience related to these assumptions as well as the rationale for the changes please see our latest Wyoming Retirement System Actuarial Experience Study Report. Our experience study report is dated February 21, 2013 and it covers the five-year investigation period ending December 31, 2011.

The results of the actuarial valuation are dependent upon the actuarial assumptions used. Actual results can and almost certainly will differ, as actual experience deviates from the assumptions. Even seemingly minor changes in the assumptions can materially change the liabilities, calculated contribution rates and funding periods. The actuarial calculations presented in the report are intended to provide information for rational decision making. All assumptions and methods are described in Appendix A of the report.

Data

Member data for retired, active and inactive members was supplied as of January 1, 2015 by the Fund's staff. We did not audit this data, but we did apply a number of tests to the data, and we concluded that it was reasonable and consistent with the prior year's data.

Asset and financial information as of January 1, 2015 was prepared by Wyoming Retirement System and is the responsibility of management. McGee, Hearne & Paiz, LLP provided us the asset and financial information and will opine on Wyoming Retirement System's statements.

Plan experience

As part of each valuation, we examine the Fund's experience relative to the assumptions. As experience in a given year deviates from the assumptions, a gain occurs if the liabilities grow slower than the assumption set anticipates and a loss occurs if the liabilities grow faster. This past fiscal year the Fund had a total experience gain of approximately \$1.1 million. The aggregate results of these analyses are disclosed in Tables 4 and 5 under Section III of the report.

Legislated Contribution Rate Increases

Per House Enrolled Act No. 103 from the 2013 Wyoming budget session and House Enrolled Act No. 11 from the 2014 budget session, the following contribution increase is scheduled:

Employee Contribution

- Effective July 1, 2014: Increased from 8.725% of pay to 9.245% of pay

Effective September 1, 2013, the employee contribution rate increased from 8.500% of pay to 8.725%.

Actuarial certification

All of the tables contained in this actuarial valuation report were prepared by Gabriel, Roeder, Smith & Company. Historical information for years prior to 2010 was prepared by the prior actuarial firm and was not subjected to our actuarial review.

We certify that the information presented herein is accurate and fairly portrays the actuarial position of the Fund as of January 1, 2015.

All of our work conforms with generally accepted actuarial principles and practices, and with the Actuarial Standards of Practice issued by the Actuarial Standards Board. In our opinion, our calculations also comply with the requirements of state law and, where applicable, the Internal Revenue Code and ERISA. The undersigned are independent actuaries and consultants. Mark Randall and Leslie Thompson are Enrolled Actuaries. Both of the undersigned are members of, and both meet all the Qualification Standards of, the American Academy of Actuaries. Finally, both of the undersigned are experienced in performing valuations for large public retirement systems.

Respectfully submitted,
Gabriel, Roeder, Smith & Company



Mark R. Randall, FCA, EA, MAAA
Chief Executive Officer



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	Page
Section I — Executive Summary	
Executive Summary	1
Section II — Discussion	
Contribution Requirements	2
Calculation of Contribution Rates	3
Financial Data and Experience	4
Member Data	5
Benefit Provisions	6
Actuarial Methods and Assumptions	7
GASB and Funding Progress	8
Section III — Supporting Exhibits	
Table 1 - Calculation of Annual Required Contribution Rate	9
Table 2 - Cost Breakdown	10
Table 3 - History of Total Normal Cost	11
Table 4 - Calculation of Total Actuarial Gain/(Loss)	12
Table 5 - Change in Calculated Contribution Rate Since the Prior Valuation	13
Table 6 - Statement of Plan Net Assets	14
Table 7 - Reconciliation of Plan Net Assets	15
Table 8 - Progress of Fund Through December 31, 2014	16
Table 9 - Development of Actuarial Value of Assets	17
Table 10 - History of Investment Returns	18
Table 11 - Solvency Test	19
Table 12 - Schedule of Funding Progress	20
Table 13 - Schedule of Contributions from the Employer(s) and Other Contributing Entities ..	21
Table 14 - Reconciliation of Participant Data	22
Table 15 - Demographic Statistics	23
Table 16 - Distribution of Male Active Members by Age and by Years of Service	24
Table 17 - Distribution of Female Active Members by Age and by Years of Service	25
Table 18 - Distribution of Total Active Members by Age and by Years of Service	26

Table 19	- Distribution of Male Deferred Members by Age and by Years of Service	27
Table 20	- Distribution of Female Deferred Members by Age and by Years of Service	28
Table 21	- Distribution of Total Deferred Members by Age and by Years of Service.....	29
Table 22	- Schedule of Pension Recipients Added to and Removed from Rolls.....	30
Table 23	- Pensioners by Option Code	31
Table 24	- Pensioners by Monthly Benefit and Option Code	32
Table 25	- Pensioners by Age and Option Code.....	33
Table 26	- Pensions Awarded in 2014 by Option Code.....	34
Table 27	- Retirees and Disabled Members by Service at Retirement and Years Since Retirement	35
Table 28	- Retirees and Disabled Members by Year of Retirement	36
Table 29	- Thirty Year Projected Benefit Payments	37
Appendix A	— Summary of Actuarial Assumptions and Methods.....	38
Appendix B	— Summary of Plan Provisions	43

SECTION I

EXECUTIVE SUMMARY

Executive Summary

Item	January 1, 2015	January 1, 2014
	No COLA	No COLA
1. Contributions:		
a. Total normal cost	20.99%	20.97%
b. Employee contributions	(9.245%)	(8.725%)
c. Other expected contributions	0.00%	0.00%
d. Net employer normal cost	11.75%	12.25%
e. Amortization payment	(0.03%)	0.20%
f. Administrative expenses	0.38%	0.35%
g. Required contribution	12.10%	12.80%
h. Statutory	(12.00%)	(12.00%)
i. Shortfall/(surplus)	0.10%	0.80%
2. Funding Elements:		
a. Market value of assets (MVA)	\$116,157,258	\$108,231,641
b. Actuarial value of assets (AVA)	\$115,323,104	\$103,693,169
c. Actuarial accrued liability (AAL)	\$115,152,708	\$104,624,698
d. Unfunded/(overfunded) actuarial accrued liability (UAAL)	(\$170,396)	\$931,529
3. GASB 25/27 Elements:		
a. Annual required contribution	\$3,275,448	\$3,273,329
b. Actual contributions	N/A	3,449,526
i. Employer	N/A	3,184,045
ii. Other	N/A	265,481
c. Percentage contributed	N/A	105.38%
d. Funded ratio on an actuarial basis (AVA/AAL)	100.15%	99.11%
e. Funded ratio on a market basis (MVA/AAL)	100.87%	103.45%
f. Projected valuation payroll	\$27,090,867	\$25,596,043

Effective July 1, 2014, the employee contribution rate increased from 8.725% to 9.245% of pay.

SECTION II

DISCUSSION

Contribution Requirements

- Exhibits throughout this report are based primarily, unless stated otherwise, on the assumption of no future cost-of-living adjustments (COLAs).
- W.S. 9-3-454 prohibits benefit changes, including cost-of-living increases, unless the funded ratio stays above 100% plus a margin for adverse experience throughout the life of the benefit change. The actuarial value funded ratio is 100.15% and the market value funded ratio is 100.87%.
- Recent legislation increasing contribution rates was passed.
 - Per 2013 House Enrolled Act No 103:
 - Employee rate increased from 8.500% to 8.725% of pay, effective September 1, 2013
 - Per 2014 House Enrolled Act No 11:
 - Employee rate increases from 8.725% to 9.245% of pay, effective July 1, 2014
- There were no changes in the benefit provisions since the prior valuation.
- There were no changes to actuarial assumptions or methods since the prior valuation.
- The amortization payment is based upon the following assumptions:
 - 30-year open funding period
 - Contribution amounts are calculated in such a way that they will increase as a level percentage of payroll
 - Total payroll increases are assumed at 4.25% per year
 - Future growth in the number of active members is not reflected in the annual valuation
- The analysis of the changes in contribution rates is shown in Table 5 under Section III of the report

Calculation of Contribution Rates

The funds available to pay benefits come from two sources, contributions and investment income on those contributions (the majority of the funds available to pay benefits typically come from investment income). The Fund receives contributions from two sources, employer contributions and member contributions, which are both determined as a percentage of pay. As shown in Table 1 under Section III of the report, the employer contribution rate has three components:

- The normal cost percentage (NC%)
- The amortization percentage (UAAL%)
- The administrative expenses

The NC% is the theoretical amount which would be required to pay the members' benefits if this amount had been contributed from each member's entry date and if the fund's experience exactly followed the actuarial assumptions. The NC% is shown in Table 3 under Section III of the report.

The actuarial accrued liability (AAL) is the difference between (i) the actuarial present value of all future benefits for all current participants of the fund, including active, inactive and retired members, and (ii) the actuarial present value of future normal costs. Thus the AAL represents the liability associated with past years. The unfunded actuarial accrued liability (UAAL) is the difference between the AAL and the actuarial value of assets (AVA). It is the shortfall/excess between the liability associated with prior years (the AAL) and the assets actually accumulated (the AVA). This shortfall/excess can arise from several sources, including actuarial gains and losses which are caused by differences between actual experience and the plan's assumptions, changes to the plan's actuarial assumptions, and amendments to the benefit provisions.

The UAAL% is the amount required to fund this difference. It is the amount, expressed as a level percentage of payroll, necessary to amortize the UAAL. This amortization is over a period of 30 years beginning January 1, 2015. The Executive Summary shows the UAAL%, called Amortization Payment, compared to that of last year.

Assumed administrative expenses are the average of the prior two years, with each year projected at 6.5% to the valuation date.

The calculated rate is used in determining the contributions necessary to meet the Actuarially Determined Contribution for the twelve-month period beginning January 1, 2015. Note, however, that the employer contribution is set at 12.00% of payroll. Therefore, the contribution will be slightly lower than the Actuarially Determined Contribution. This is detailed in the Executive Summary.

Financial Data and Experience

As of January 1, 2015, the Fund has a total market value of \$116 million. Financial information was received from McGee, Hearne and Paiz, LLP.

Table 7 under Section III of the report shows a reconciliation of the market values between the beginning and end of 2014.

During 2014, the net investment return on the market value of assets (MVA), as reported by NEPC, LLC, was 4.70%, and is shown in Table 10 under Section III of the report.

In determining the contribution rates and funded status of the Fund, an actuarial value of assets (AVA) is used rather than the market value of assets. The actuarial value of assets is based on the market value of assets with a five-year phase-in of actual investment return in excess of (or less than) expected investment income. Expected investment income is determined using the assumed investment return rate and the market value of assets (adjusted for receipts and disbursements during the year). The returns are computed net of administrative and investment expenses. An adjustment is made if the actuarial value is not within 20% of the Market Value. For any year following a year in which the 20% of market value adjustment was applied, the actuarial value is determined as if the adjustment was not applied in the previous year.

The development of the AVA is shown in Table 9 under Section III of the report. The AVA is \$115 million. The AVA is 99.28% of the MVA as of December 31, 2014, compared to 95.81% last year. The difference between the AVA and the MVA is the deferred gains and losses. As of January 1, 2014, the total deferred gain was \$4.5 million. As of January 1, 2015, the total deferred gain was \$0.8 million.

In addition to the market return, Table 10 also shows the return on the actuarial value of assets for the Fund. For 2014, this return was 8.58%. Since this return is greater than the assumed 7.75% investment return, an actuarial gain occurred, decreasing the unfunded actuarial accrued liabilities of the Fund by \$1.2 million.

Member Data

Member data as of January 1, 2015, was supplied electronically by the Fund's staff. While we did not audit this data, we did perform various tests to ensure that it was internally consistent, consistent with the prior year's data, and was reasonable overall.

Table 15 under Section III of the report shows the number of members by category (active, inactive, retired, etc.) along with member statistics. Tables 16 through 28 show summaries of certain historical data and include membership statistics.

Total active member payroll increased 5.84% last year, compared with a 5.72% increased the prior year.

Of the 369 active participants, 47 are eligible or will become eligible for normal retirement in 2015.

The average of the final average salaries for participants who retired or became disabled this year is \$83,778.

Changes in payroll are significant because the methodology used in the valuation to amortize the unfunded actuarial accrued liability assumes a growing payroll into the future. If the payroll does not grow at the assumed 4.25% per year average, then the current amortization payments may be understated and the funding position of the Fund will not strengthen as assumed over time. Higher than expected payroll growth, however, has the opposite effect of this and the funded position of the Fund should trend to 100%. Please note that the Plan has attained a 100% funded ratio this year.

One reason payroll increased more than expected is that the salary, for continuing active participants, increased more than expected. This represented a loss to the Plan as shown in Table 4 under Section III of the report.

Benefit Provisions

Appendix B of the report includes a more detailed summary of the benefit provisions for the Fund. A brief summary is as follows:

- *Normal Retirement Eligibility*
 - Age 50 with at least four years of service.
- *Normal Retirement Benefit*
 - 2.80% of final average salary, maximum 25 years or 70%.
- *Normal Form of Payment*
 - Monthly benefit for life with a lump-sum death benefit equal to the excess (if any) of the employee contributions over the total benefits received.
- *Employee Contributions* are required
 - 9.245% of pay, effective July 1, 2014.
- *Post-retirement Cost-of-Living Adjustments (COLAs)*
 - W.S. 9-3-454 prohibits benefit changes, including cost-of-living increases, unless the funded ratio stays above 100% plus a margin for adverse experience throughout the life of the benefit change.

Other than the scheduled contribution increases, there have been no changes to plan provisions since the prior valuation.

Actuarial Methods and Assumptions

Appendix A of the report includes a summary of the actuarial assumptions and methods used in this valuation. A few highlights are listed as follows:

- Costs are determined using the Entry Age Normal actuarial cost method, calculated as a level percentage of payroll.
- The unfunded actuarial accrued liability, if any, is amortized over an open 30 year period as a level percent of payroll.
- The assumed annual investment return rate is 7.75%, with assumed inflation of 3.25%.
- Aggregate payroll is assumed to increase at 4.25% per year.
- Inactive vested participants are assumed to retire at age - or on the valuation date if over age 50.
- No benefit data is available for members entitled to deferred benefits. The present value of benefits expected to be paid to vested inactive non-retired members is approximated using the data provided.

The average future lifetime for current pensioners is 27.2 years.

Actuarial assumptions and methods were not changed since the prior valuation.

GASB and Funding Progress

Governmental Accounting Standards Board Statement Number 67 (GASB 67) contains certain accounting requirements for the Fund. Schedules, notes and required supplementary information are provided under separate cover.

SECTION III

SUPPORTING EXHIBITS

Calculation of Annual Required Contribution Rate
(Assumes No Future Cost-Of-Living Increases)

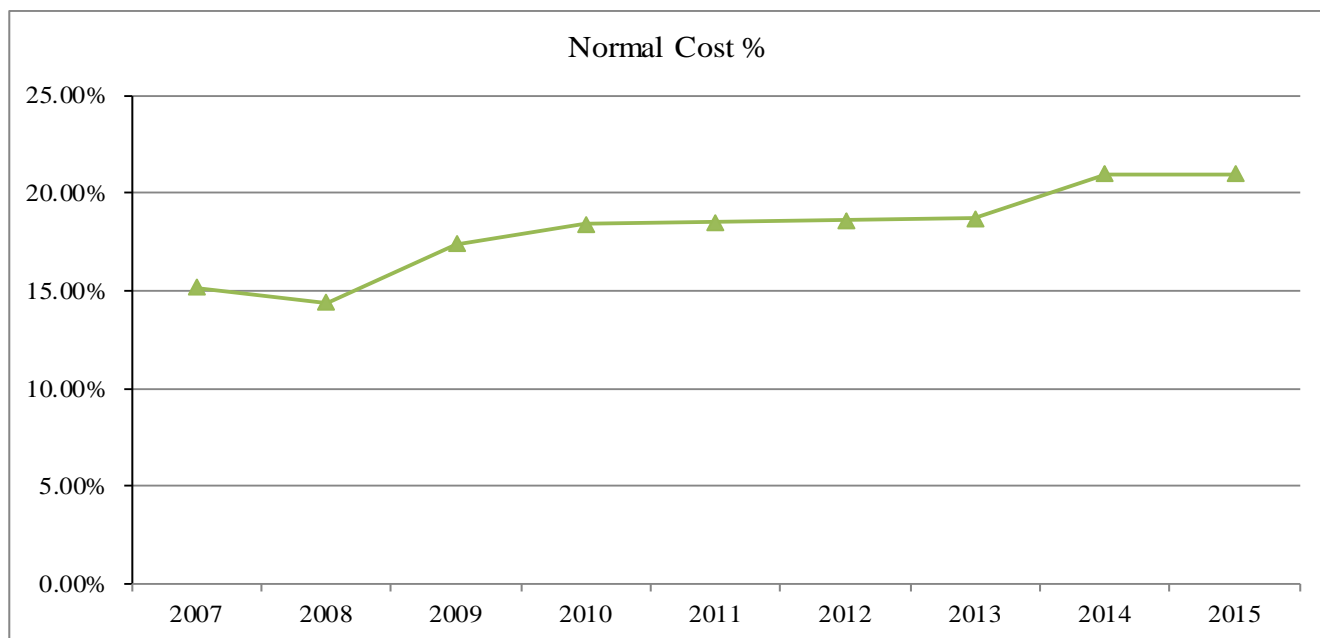
Item	January 1, 2015	January 1, 2014
1. Projected valuation payroll	\$27,090,867	\$25,596,043
2. Present value of future pay	\$259,496,722	\$249,234,842
3. Employer normal cost rate	11.75%	12.25%
4. Actuarial accrued liability for active members		
a. Present value of future benefits for active members	\$126,157,066	\$117,956,694
b. Less: present value of future employer normal costs	(28,368,312)	(28,508,856)
c. Less: present value of future employee contributions	(23,990,471)	(21,745,740)
d. Actuarial accrued liability	\$73,798,283	\$67,702,098
5. Total actuarial accrued liability for:		
a. Retirees and beneficiaries	\$34,488,781	\$30,303,352
b. Disabled members	3,224,321	2,910,826
c. Inactive members	3,641,323	3,708,422
d. Active members (Item 4d)	73,798,283	67,702,098
e. Total	\$115,152,708	\$104,624,698
6. Actuarial value of assets (Table 9)	\$115,323,104	\$103,693,169
7. Unfunded actuarial accrued liability (UAAL) (Item 5e - Item 6)	(\$170,396)	\$931,529
8. Funding period	30 years	30 years
9. Assumed payroll growth rate	4.25%	4.25%
10. Employer Contribution requirement		
a. UAAL amortization payment as % of pay	-0.03%	0.20%
b. Employer normal cost	11.75%	12.25%
c. Administrative expense	0.38%	0.35%
d. Contribution requirement (a + b + c)	12.10%	12.80%

Cost Breakdown
(Assumes No Future Cost-Of-Living Increases)

Item	Present Value of Future Normal Costs (1)	Actuarial Accrued Liabilities (2)	Total Present Value of Benefits (3) = (1) + (2)
Age and service allowances based on total service and disability benefits likely to be rendered by present active members	\$45,251,922	\$72,032,642	\$117,284,564
Death-in-service benefits likely to be paid on behalf of present active members (employer financed portion)	1,365,960	723,549	2,089,509
Separation benefits (refunds of contributions and deferred allowances) likely to be paid to present active members	5,740,901	1,042,092	6,782,993
Benefits likely to be paid to vested inactive members	0	3,468,845	3,468,845
Benefits to be paid to members due refunds	0	172,478	172,478
Benefits to be paid to current retirees, disabled members, beneficiaries, and future beneficiaries of current retirees	0	37,713,102	37,713,102
Total	\$52,358,783	\$115,152,708	\$167,511,491
Actuarial value of assets	170,396	115,152,708	115,323,104
Liabilities to be covered by future contributions	\$52,188,387	\$0	\$52,188,387

History of Total Normal Cost
(Assumes No Future Cost-Of-Living Increases)

Fiscal Year Ending December 31	Normal Cost as Percent of Payroll
(1)	(2)
2007	15.18%
2008	14.41%
2009	17.40%
2010	18.42%
2011	18.49%
2012	18.58%
2013	18.71%
2014	20.97%
2015	20.99%



Calculation of Total Actuarial Gain/(Loss)
(Assumes No Future Cost-Of-Living Increases)

Item	January 1, 2015
1. Derivation of Experience Gain/(Loss)	
a. Unfunded actuarial accrued liability (UAAL) - previous valuation	\$931,529
b. Normal cost (NC) for fiscal year ending December 31, 2014	5,367,034
c. Actual administrative expenses for fiscal year ending December 31, 2014	88,678
d. Actuarially determined contribution for fiscal year ending December 31, 2014	5,506,584
e. Interest accrual:	
(i) For whole year on (a)	72,193
(ii) For half year on (b) + (c) - (d)	(1,971)
(iii) Total interest: (e)(i) + (e)(ii)	70,222
f. Change in UAAL due to plan changes	-
g. Change in UAAL due to assumption change	-
h. Expected UAAL current year: (a) + (b) + (c) - (d) + (e)(iii) + (f) + (g)	950,879
i. Actual UAAL current year	(170,396)
j. Experience gain/(loss): (h) - (i)	1,121,275
k. Experience gain/(loss) as a % of actuarial accrued liability	0.97%
2. Approximate portion of gain/(loss) due to investments (at actuarial value)	\$1,145,881
3. Approximate portion of gain/(loss) due to contributions higher or lower than expected	\$95,457
4. Approximate amount of gain/(loss) due to liabilities: (1)(j) - (2) - (3)	(\$120,063)
a. Age & service retirements	\$86,074
b. Disability retirements	(144,404)
c. Death-in-service	(71,083)
d. Withdrawal from employment	(182,943)
e. Rehires	(5,731)
f. Pay increases	(148,998)
g. Death after retirement	455,289
h. Other	(108,267)
i. Other as a % of actuarial accrued liability	-0.09%

Change in Calculated Contribution Rate Since the Prior Valuation
(Assumes No Future Cost-Of-Living Increases)

Item	January 1, 2015
1. Calculated contribution rate as of January 1, 2014	12.80%
2. Change in contribution rate during year	
a. Change in employer normal cost	-0.50%
b. Assumption changes	0.00%
c. Recognition of prior asset losses (gains)	-0.24%
d. Actuarial (gain) loss from current year asset performance	0.13%
e. Actuarial (gain) loss from liability sources and administrative expenses	-0.07%
f. Difference between contributions made and required contributions	-0.01%
g. Effect of payroll growing (faster)/slower than assumption	0.00%
h. Open amortization period reset to 30 years	0.00%
i. Other changes	-0.01%
j. Total change	-0.70%
3. Calculated contribution rate as of January 1, 2015	12.10%

Statement of Plan Net Assets

Assets at Market Value		
Item	FYE 2014	FYE 2013
1. Cash and Cash Equivalents (Operating Cash)	\$7,396,489	\$3,904,844
2. Receivables		
a. Employer contributions	\$274,133	\$247,852
b. Employee contributions	211,196	180,209
c. Securities sold	57,485	468,909
d. Accrued interest and dividends	303,091	340,755
e. Currency contract receivable	17,015,962	14,153,798
f. Other	-	-
g. Rebate and fee income receivable	-	-
h. Total receivables	<u>\$17,861,867</u>	<u>\$15,391,523</u>
3. Investments, at Fair Value	\$118,565,315	\$116,761,712
4. Liabilities		
a. Benefits and refunds payable	(\$18,454)	(\$2,197)
b. Accrued payroll taxes and deductions	-	-
c. Securities purchased	(1,051,599)	(1,433,289)
d. Administrative and consulting fees payable	(201,748)	(182,094)
e. Currency contract payable	(16,634,469)	(14,225,830)
f. Securities lending collateral	(9,760,143)	(11,983,028)
g. Total liabilities	<u>(\$27,666,413)</u>	<u>(\$27,826,438)</u>
5. Total Market Value of Assets Available for Benefits	\$116,157,258	\$108,231,641

Reconciliation of Plan Net Assets

Assets at Market Value		
Item	FYE 2014	FYE 2013
A. Market Value of Assets at Beginning of Year	\$108,231,641	\$93,455,623
B. Contribution Income:		
1. Contributions		
a. Employee	\$2,414,435	\$2,159,773
b. Employer	3,184,045	3,022,755
c. Other	265,481	30,023
d. Total	\$5,863,961	\$5,212,551
2. Investment Income		
a. Interest, dividends, and other income	\$2,760,192	\$2,494,983
b. Net appreciation	3,207,193	10,625,989
c. Investment expenses	(721,086)	(604,298)
d. Net investment income	\$5,246,299	\$12,516,674
3. Securities Lending		
a. Gross income	\$67,422	\$70,151
b. Deductions	(10,103)	(10,518)
c. Net investment income	\$57,319	\$59,633
4. Benefits and Refunds		
a. Refunds	(\$62,762)	(\$83,569)
b. Regular monthly benefits	(3,090,522)	(2,832,611)
c. Total	(\$3,153,284)	(\$2,916,180)
5. Administrative and Miscellaneous Expenses	(\$88,678)	(\$96,660)
C. Market Value of Assets at End of Year	\$116,157,258	\$108,231,641

Progress of Fund Through December 31, 2014

Plan Year Ending December 31	Employer Contributions*	Employee Contributions*	Administrative Expenses	Net Investment Income**	Benefit Payments	Transfers	Actuarial Value of Assets
Total	\$ 31,084,003	\$ 19,273,021	\$ (476,477)	\$ 51,009,950	\$ (17,247,653)	\$ -	
2001	\$ 1,191,603	\$ 244,783	\$ (9,170)	\$ 3,364,254	\$ (229,960)	\$ -	\$ 36,241,771
2002	1,233,700	616,850	(12,003)	(43,020)	(283,033)	-	37,754,265
2003	1,396,498	882,653	(7,567)	2,930,176	(275,060)	-	42,680,965
2004	1,704,986	871,595	(9,424)	1,749,206	(317,416)	-	46,679,912
2005	1,834,792	916,633	(15,911)	2,903,414	(419,341)	-	51,899,499
2006	1,997,106	978,240	(14,430)	4,709,483	(512,555)	-	59,057,343
2007	2,217,964	1,129,783	(17,014)	6,490,577	(651,489)	-	68,227,164
2008	2,330,110	1,441,056	(25,147)	(8,775,824)	(865,599)	-	62,331,759
2009	2,490,830	1,847,639	(27,732)	10,778,950	(1,264,158)	-	76,157,288
2010	2,638,781	1,850,089	(32,796)	2,830,428	(1,680,856)	-	81,762,934
2011	2,713,265	1,921,682	(52,758)	1,834,542	(2,049,604)	-	86,130,061
2012	2,832,064	1,997,810	(67,187)	2,984,749	(2,629,118)	-	91,248,379
2013	3,052,778	2,159,773	(96,660)	10,245,079	(2,916,180)	-	103,693,169
2014	3,449,526	2,414,435	(88,678)	9,007,936	(3,153,284)	-	115,323,104

* Employer contributions include other funding sources and employee contributions may include member redeposits and member service purchase contributions

** Net of investment expenses

Development of Actuarial Value of Assets

Item	FYE 2014	FYE 2013
1. Actuarial value of assets, beginning of year (before corridor)	\$103,693,169	\$91,248,379
2. Market value, end of year	\$116,157,258	\$108,231,641
3. Market value, beginning of year	\$108,231,641	\$93,455,623
4. Non-investment/administrative net cash flow:		
a. Employee contributions	\$2,414,435	\$2,159,773
b. Employer contributions	3,184,045	3,022,755
c. Other contributions	265,481	30,023
d. Refund of employee accounts	(62,762)	(83,569)
e. Retirement benefits	(3,090,522)	(2,832,611)
f. Administrative expenses	(88,678)	(96,660)
g. Total net cash flow: [sum of (4a) through (4f)]	\$2,621,999	\$2,199,711
5. Investments and securities lending:		
a. Interest and dividends on investments	\$2,760,192	\$2,494,983
b. Gross income from securities lending	67,422	70,151
c. Fees and expenses	(731,189)	(614,816)
d. Total net income: [sum of (5a) through (5c)]	\$2,096,425	\$1,950,318
6. Investment income:		
a. Actual market return: (2) - (3) - (4g) - (5d)	\$3,207,193	\$10,625,989
b. Assumed rate of return**	7.75%	8.00%
c. Assumed amount of return	6,391,234	5,612,428
d. Amount subject to phase-in: (6a) - (6c)	(\$3,184,041)	\$5,013,561
7. Phase-in recognition of investment income:		
a. Current year: 0.20 * (6d)	(\$636,808)	\$1,002,712
b. First prior year	1,002,712	921,843
c. Second prior year	921,843	(1,470,437)
d. Third prior year	(1,470,437)	702,967
e. Fourth prior year	702,967	1,525,248
f. Total recognition	\$520,277	\$2,682,333
8. Actuarial value of assets, end of year		
a. Preliminary actuarial value of assets, end of year: (1) + (4g) + (5d) + (6c) + (7f)	\$115,323,104	\$103,693,169
b. Upper corridor limit: 120% * (2)	139,388,710	129,877,969
c. Lower corridor limit: 80% * (2)	92,925,806	86,585,313
d. Actuarial value of assets, end of year	\$115,323,104	\$103,693,169
9. Difference between market and actuarial value of assets	\$834,154	\$4,538,472
10. Actuarial rate of return	8.58%	11.09%
11. Market rate of return*	4.70%	13.53%
12. Ratio of actuarial value to market value of assets	99.28%	95.81%

* Current year market rate of return is based on unaudited data and is supplied by NEPC, LLC.

** The interest accrual of 8.00% is used for the period January 1, 2013 through December 31, 2013. Effective January 1, 2014, the assumed interest rate is 7.75%.

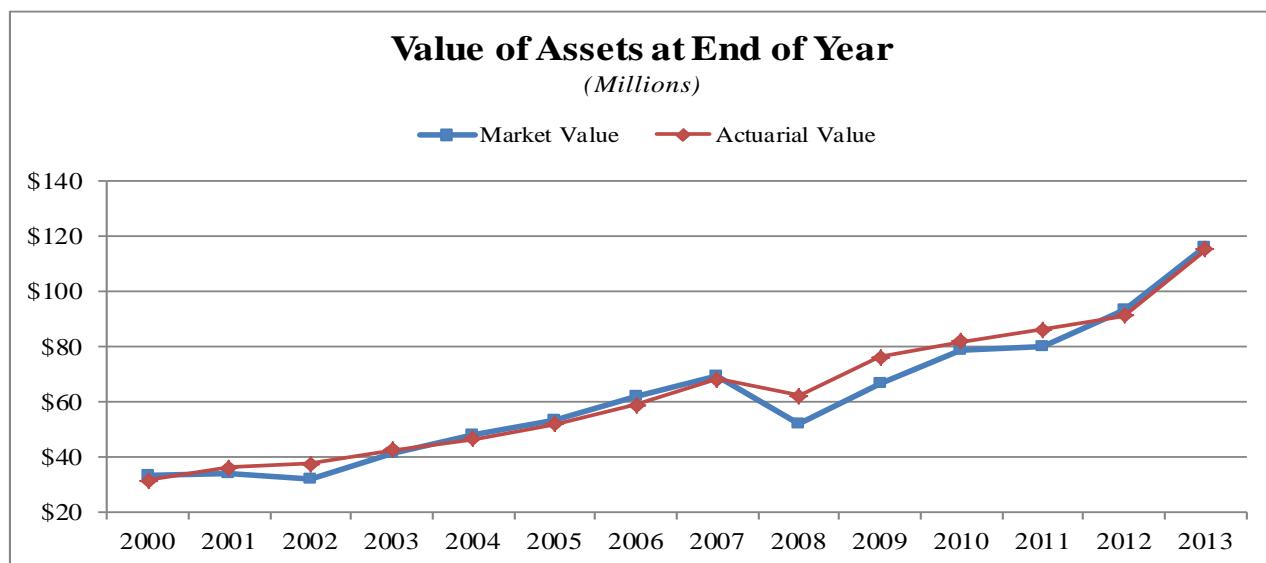
History of Investment Returns

Plan Year (1)	Market Value (2)	Actuarial Value (3)
2000	-0.99%	16.60%
2001	-4.47%	10.42%
2002	-9.29%	-0.12%
2003	21.00%	7.56%
2004	11.54%	3.99%
2005	8.22%	6.07%
2006	12.63%	8.87%
2007	7.44%	10.75%
2008	-29.63%	-12.60%
2009	23.72%	16.88%
2010	13.80%	3.65%
2011	-0.90%	2.21%
2012	14.05%	3.42%
2013	13.53%	11.09%
2014	4.70%	8.58%

Average returns:

Last five years:	8.86%	5.73%
Last ten years:	5.71%	5.61%

The market rates above were provided by NEPC, LLC. The actuarial rates above are based on the financial information provided by McGee, Hearne & Paiz, LLP.



Solvency Test

Valuation Date January 1	Total Active Member Contributions (1)	Inactive and Pensioner Liability (2)	Employer Financed Active Accrued Liability (3)	Actuarial Value of Assets	Percentage of Liabilities Covered by Assets		
					(1)	(2)	(3)
2004	\$4,500,000	\$4,214,000	\$25,966,000	\$42,681,000	100%	100%	130.8%
2005	5,229,000	5,625,000	29,915,000	46,680,000	100%	100%	119.8%
2006	5,924,000	7,117,000	34,112,000	51,900,000	100%	100%	113.9%
2007	6,704,000	9,264,000	38,699,000	59,057,000	100%	100%	111.3%
2008	7,444,000	11,374,000	45,657,000	68,227,000	100%	100%	108.2%
2009	8,327,862	15,729,000	40,532,000	62,331,759	100%	100%	94.4%
2010	9,543,358	18,438,067	37,566,664	76,157,288	100%	100%	128.2%
2011	10,789,060	22,028,593	37,849,461	81,762,934	100%	100%	129.3%
2012	11,510,781	29,263,818	37,989,048	86,130,061	100%	100%	119.4%
2013	12,908,873	32,550,608	40,004,972	91,248,379	100%	100%	114.5%
2014	14,398,244	36,922,600	53,303,854	103,693,169	100%	100%	98.3%
2015	16,382,165	41,354,425	57,416,118	115,323,104	100%	100%	100.3%

Effective January 1, 2010, liabilities are calculated assuming no future cost-of-living increases.

Schedule of Funding Progress

(1)	(2)	(3)	(4)	(5)	(6)	(7)
Valuation Date January 1	Actuarial Value of Assets	Actuarial Accrued Liability (AAL)	Unfunded AAL (UAAL) [(3) - (2)]	Funded Ratio [(2)/(3)]	Covered Payroll	UAAL as a Percentage of Covered Payroll [(4)/(6)]
2001	\$31,680,261	\$18,951,300	(\$12,728,961)	167.17%	\$10,917,600	-116.59%
2002	36,241,771	23,805,700	(12,436,071)	152.24%	12,811,600	-97.07%
2003	37,754,265	30,673,200	(7,081,065)	123.09%	13,633,500	-51.94%
2004	42,680,965	34,680,000	(8,000,965)	123.07%	14,244,400	-56.17%
2005	46,679,912	40,769,400	(5,910,512)	114.50%	14,647,900	-40.35%
2006	51,899,499	47,153,000	(4,746,499)	110.07%	15,527,800	-30.57%
2007	59,057,343	54,666,500	(4,390,843)	108.03%	17,273,900	-25.42%
2008	68,227,164	64,474,700	(3,752,464)	105.82%	20,053,800	-18.71%
2009	62,331,759	75,270,800	12,939,041	82.81%	22,865,300	56.59%
2010	76,157,288	65,548,088	(10,609,200)	116.19%	22,211,586	-47.76%
2011	81,762,934	70,667,114	(11,095,820)	115.70%	22,517,176	-49.28%
2012	86,130,061	78,763,646	(7,366,415)	109.35%	22,678,277	-32.48%
2013	91,248,379	85,464,453	(5,783,926)	106.77%	24,210,827	-23.89%
2014	103,693,169	104,624,698	931,529	99.11%	25,596,043	3.64%
2015	115,323,104	115,152,708	(170,396)	100.15%	27,090,867	-0.63%

Effective January 1, 2010, liabilities are calculated assuming no future cost-of-living increases.

Schedule of Contributions from the Employer(s) and Other Contributing Entities

(1)	(2)	(3)	(4)	(5)	(6)
Fiscal Year Ending December 31	Actuarially Determined Contribution		Employer Contributions*		Percentage of Actuarially Determined Contribution Contributed
	% of Payroll	Amount	% of Payroll	Amount	[(5)/(3)]
2004	16.62%	\$2,367,900	11.97%	\$1,704,986	72.00%
2005	10.74%	1,572,900	12.53%	1,834,792	116.65%
2006	11.46%	1,780,100	12.86%	1,997,106	112.19%
2007	13.26%	2,289,900	12.84%	2,217,964	96.86%
2008	12.47%	2,501,600	11.62%	2,330,110	93.14%
2009	16.43%	3,756,684	10.89%	2,490,830	66.30%
2010	7.49%	1,663,392	11.54%	2,638,781	158.64%
2011	7.50%	1,688,788	12.05%	2,713,265	160.66%
2012	8.55%	1,937,521	12.49%	2,832,064	146.17%
2013	9.20%	2,227,008	12.61%	3,052,778	137.08%
2014	12.80%	3,273,329	13.48%	3,449,526	105.38%
2015	12.10%	3,275,448	-	-	-

Effective January 1, 2010, liabilities are calculated assuming no future cost-of-living increases.

*Includes other funding sources but excludes member redeposits and member service purchase contributions.

Reconciliation of Participant Data

	Active Participants	Vested Former Participants	Retired Participants	Disabled	Beneficiaries	Participants Due Refunds	Total
Number as of January 1, 2014	368	33	61	12	8	19	501
New participants	19	-	-	-	-	1	20
Vested terminations	(2)	2	-	-	-	-	-
Retirements	(6)	(1)	7	-	-	-	-
Disability	(1)	-	-	1	-	-	-
Deceased with beneficiary	(1)	-	(1)	-	2	-	-
Deceased without beneficiary	-	-	(1)	-	-	-	(1)
Due refunds	(10)	-	-	-	-	10	-
Lump sum payoffs	(2)	(4)	-	-	-	(2)	(8)
Rehires/return to active	4	(2)	-	-	-	(2)	-
Certain period expired	-	-	-	-	-	-	-
Reclassifications	-	-	-	-	-	-	-
Data corrections	-	1	-	-	1	-	2
Number as of January 1, 2015	369	29	66	13	11	26	514

Demographic Statistics

	January 1		
	2015	2014	Change
<u>Active Participants</u>			
Number	369	368	0.3%
<i>Vested</i>	267	261	
<i>Not vested</i>	102	107	
Average age (years)	39.46	38.99	1.2%
Average service (years)	10.28	9.76	5.3%
Average entry age (years)	29.18	29.23	-0.2%
Total payroll*	\$27,090,867	\$25,596,043	5.8%
Average payroll*	\$73,417	\$69,554	5.6%
Total employee contributions	\$16,382,165	\$14,398,244	13.8%
Average employee contributions	\$44,396	\$39,126	13.5%
<u>Vested Former Participants</u>			
Number	29	33	-12.1%
Average age (years)	42.69	41.49	2.9%
Total employee contributions	\$884,015	\$989,511	-10.7%
Average employee contributions	\$30,483	\$29,985	1.7%
<u>Service Retirees</u>			
Number	66	61	8.2%
Average age (years)	57.51	57.04	0.8%
Total annual benefits	\$2,704,851	\$2,399,512	12.7%
Average annual benefit	\$40,983	\$39,336	4.2%
<u>Disability Retirees</u>			
Number	13	12	8.3%
Average age (years)	52.63	53.64	-1.9%
Total annual benefits	\$340,186	\$310,577	9.5%
Average annual benefit	\$26,168	\$25,881	1.1%
<u>Beneficiaries</u>			
Number	11	8	37.5%
Average age (years)	54.69	54.88	-0.3%
Total annual benefits	\$273,634	\$199,340	37.3%
Average annual benefit	\$24,876	\$24,917	-0.2%
<u>Participants Due Refunds</u>			
Number	26	19	36.8%
Total Refunds Due	\$172,478	\$106,373	62.1%

* Projected payroll for the upcoming valuation year

Distribution of Male Active Members by Age and by Years of Service

Average Age = 39.5 Average Service = 10.5

Age		Whole Years of Service at Valuation Date							Totals
Last Birthday		0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	
Less than 20	Count	-	-	-	-	-	-	-	-
	Avg. Salary	-	-	-	-	-	-	-	-
20-24	Count	9	-	-	-	-	-	-	9
	Avg. Salary	\$41,535	-	-	-	-	-	-	\$41,535
25-29	Count	36	11	-	-	-	-	-	47
	Avg. Salary	51,163	\$63,133	-	-	-	-	-	53,964
30-34	Count	27	31	7	-	-	-	-	65
	Avg. Salary	57,025	66,931	\$85,293	-	-	-	-	64,794
35-39	Count	13	12	34	11	-	-	-	70
	Avg. Salary	57,942	76,116	79,430	\$88,924	-	-	-	76,363
40-44	Count	11	7	25	19	4	-	-	66
	Avg. Salary	53,093	67,779	78,660	79,903	\$87,875	-	-	74,161
45-49	Count	6	6	14	20	9	2	-	57
	Avg. Salary	55,994	64,010	75,408	85,022	86,656	*	-	77,903
50-54	Count	2	1	4	4	8	4	-	23
	Avg. Salary	*	*	67,309	83,522	86,581	\$93,923	-	80,895
55-59	Count	2	4	-	-	3	6	2	17
	Avg. Salary	*	64,765	-	-	*	87,816	*	81,873
60-64	Count	-	-	1	-	-	-	1	2
	Avg. Salary	-	-	*	-	-	-	*	*
65-69	Count	-	1	-	-	-	-	-	1
	Avg. Salary	-	*	-	-	-	-	-	*
70 & Over	Count	-	-	-	-	-	-	-	-
	Avg. Salary	-	-	-	-	-	-	-	-
Totals	Count	106	73	85	54	24	12	3	357
	Avg. Salary	\$53,742	\$67,876	\$78,558	\$83,905	\$87,637	\$90,581	*	\$70,868

Average Salary represents annualized salary earned in 2014 and is not shown for cells with counts less than or equal to three participants

Distribution of Female Active Members by Age and by Years of Service

Average Age = 39.5 Average Service = 4.8

Age Last Birthday		Whole Years of Service at Valuation Date							Totals
		0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	
Less than 20	Count	-	-	-	-	-	-	-	-
	Avg. Salary	-	-	-	-	-	-	-	-
20-24	Count	-	-	-	-	-	-	-	-
	Avg. Salary	-	-	-	-	-	-	-	-
25-29	Count	1	-	-	-	-	-	-	1
	Avg. Salary	*	-	-	-	-	-	-	*
30-34	Count	2	1	1	-	-	-	-	4
	Avg. Salary	*	*	*	-	-	-	-	\$56,614
35-39	Count	1	2	-	-	-	-	-	3
	Avg. Salary	*	*	-	-	-	-	-	*
40-44	Count	-	1	-	-	-	-	-	1
	Avg. Salary	-	*	-	-	-	-	-	*
45-49	Count	-	-	-	-	-	-	-	-
	Avg. Salary	-	-	-	-	-	-	-	-
50-54	Count	1	-	-	-	-	-	-	1
	Avg. Salary	*	-	-	-	-	-	-	*
55-59	Count	2	-	-	-	-	-	-	2
	Avg. Salary	*	-	-	-	-	-	-	*
60-64	Count	-	-	-	-	-	-	-	-
	Avg. Salary	-	-	-	-	-	-	-	-
65-69	Count	-	-	-	-	-	-	-	-
	Avg. Salary	-	-	-	-	-	-	-	-
70 & Over	Count	-	-	-	-	-	-	-	-
	Avg. Salary	-	-	-	-	-	-	-	-
Totals	Count	7	4	1	-	-	-	-	12
	Avg. Salary	\$48,884	\$67,087	*	-	-	-	-	\$57,210

Average Salary represents annualized salary earned in 2014 and is not shown for cells with counts less than or equal to three participants

Distribution of Total Active Members by Age and by Years of Service

Average Age = 39.5 Average Service = 10.3

Age Last Birthday		Whole Years of Service at Valuation Date							Totals
		0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	
Less than 20	Count	-	-	-	-	-	-	-	-
	Avg. Salary	-	-	-	-	-	-	-	-
20-24	Count	9	-	-	-	-	-	-	9
	Avg. Salary	\$41,535	-	-	-	-	-	-	\$41,535
25-29	Count	37	11	-	-	-	-	-	48
	Avg. Salary	50,321	\$63,133	-	-	-	-	-	53,257
30-34	Count	29	32	8	-	-	-	-	69
	Avg. Salary	56,243	66,686	\$84,129	-	-	-	-	64,320
35-39	Count	14	14	34	11	-	-	-	73
	Avg. Salary	57,194	74,605	79,430	\$88,924	-	-	-	75,671
40-44	Count	11	8	25	19	4	-	-	67
	Avg. Salary	53,093	69,080	78,660	79,903	\$87,875	-	-	74,221
45-49	Count	6	6	14	20	9	2	-	57
	Avg. Salary	55,994	64,010	75,408	85,022	86,656	*	-	77,903
50-54	Count	3	1	4	4	8	4	-	24
	Avg. Salary	*	*	67,309	83,522	86,581	\$93,923	-	79,998
55-59	Count	4	4	-	-	3	6	2	19
	Avg. Salary	73,595	64,765	-	-	*	87,816	*	79,780
60-64	Count	-	-	1	-	-	-	1	2
	Avg. Salary	-	-	*	-	-	-	*	*
65-69	Count	-	1	-	-	-	-	-	1
	Avg. Salary	-	*	-	-	-	-	-	*
70 & Over	Count	-	-	-	-	-	-	-	-
	Avg. Salary	-	-	-	-	-	-	-	-
Totals	Count	113	77	86	54	24	12	3	369
	Avg. Salary	\$53,441	\$67,835	\$78,528	\$83,905	\$87,637	\$90,581	*	\$70,424

Average Salary represents annualized salary earned in 2014 and is not shown for cells with counts less than or equal to three participants

Distribution of Male Deferred Members by Age and by Years of Service

Average Age = 43.1 Average Service = 10.3

Age Last Birthday	Whole Years of Service at Valuation Date							Totals
	0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	
Less than 20	-	-	-	-	-	-	-	-
20-24	-	-	-	-	-	-	-	-
25-29	-	-	1	-	-	-	-	1
30-34	-	1	4	-	-	-	-	5
35-39	-	-	4	-	-	-	-	4
40-44	-	1	2	3	-	-	-	6
45-49	-	-	2	3	1	2	-	8
50-54	-	-	-	-	1	-	-	1
55-59	-	1	-	-	-	-	-	1
60-64	-	-	-	1	1	-	-	2
65-69	-	-	-	-	-	-	-	-
70 & Over	-	-	-	-	-	-	-	-
Totals	-	3	13	7	3	2	-	28

Distribution of Female Deferred Members by Age and by Years of Service

Average Age = 32.2 Average Service = 5.0

Age Last Birthday	Whole Years of Service at Valuation Date							Totals
	0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	
Less than 20	-	-	-	-	-	-	-	-
20-24	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-
30-34	-	1	-	-	-	-	-	1
35-39	-	-	-	-	-	-	-	-
40-44	-	-	-	-	-	-	-	-
45-49	-	-	-	-	-	-	-	-
50-54	-	-	-	-	-	-	-	-
55-59	-	-	-	-	-	-	-	-
60-64	-	-	-	-	-	-	-	-
65-69	-	-	-	-	-	-	-	-
70 & Over	-	-	-	-	-	-	-	-
Totals	-	1	-	-	-	-	-	1

Distribution of Total Deferred Members by Age and by Years of Service

Average Age = 42.7 Average Service = 10.1

Age Last Birthday	Whole Years of Service at Valuation Date							Totals
	0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	
Less than 20	-	-	-	-	-	-	-	-
20-24	-	-	-	-	-	-	-	-
25-29	-	-	1	-	-	-	-	1
30-34	-	2	4	-	-	-	-	6
35-39	-	-	4	-	-	-	-	4
40-44	-	1	2	3	-	-	-	6
45-49	-	-	2	3	1	2	-	8
50-54	-	-	-	-	1	-	-	1
55-59	-	1	-	-	-	-	-	1
60-64	-	-	-	1	1	-	-	2
65-69	-	-	-	-	-	-	-	-
70 & Over	-	-	-	-	-	-	-	-
Totals	-	4	13	7	3	2	-	29

Schedule of Pension Recipients Added to and Removed from Rolls

Fiscal Year Ending December 31	Added to Rolls*		Removed from Rolls		Total		Percent Increase in Annual Pension Benefits	Average Annual Pension Benefit
	Count	Annual Pension Benefits	Count	Annual Pension Benefits	Count	Annual Pension Benefits		
2008	8	N/A	1	N/A	35	\$957,366	50.19%	\$27,353
2009	11	\$496,899	1	\$16,148	45	1,438,117	50.22%	31,958
2010	10	383,726	0	0	55	1,821,843	26.68%	33,124
2011	12	535,099	0	0	67	2,356,942	29.37%	35,178
2012	7	278,412	0	0	74	2,635,354	11.81%	35,613
2013	7	274,075	0	0	81	2,909,429	10.40%	35,919
2014	11	481,088	2	71,846	90	3,318,671	14.07%	36,874

* Includes cost-of-living increases

Pensioners by Option Code

Option Code*	Count			Monthly Benefit		
	Male	Female	Total	Male	Female	Total
1	19	1	20	\$55,970	\$2,471	\$58,441
2	30	-	30	86,847	-	86,847
3	17	1	18	66,341	2,610	68,951
4	7	-	7	26,199	-	26,199
5	4	-	4	13,315	-	13,315
Total	77	2	79	\$248,672	\$5,081	\$253,753
Beneficiaries	1	10	11	\$1,134	\$21,669	\$22,803
Grand Total	78	12	90	\$249,806	\$26,750	\$276,556

* See optional forms of payment in Appendix

Pensioners by Monthly Benefit and Option Code

Males	Option Code					
Benefit Amount	1	2	3	4	5	Total
Under \$200	-	-	-	-	-	-
\$200-\$399	-	-	-	-	-	-
\$400-\$599	-	1	-	-	-	1
\$600-\$799	-	1	-	-	-	1
\$800-\$999	1	1	-	-	-	2
\$1,000-\$1,499	2	2	1	-	1	6
\$1,500-\$1,999	1	5	1	-	-	7
\$2,000-\$2,499	7	3	1	-	1	12
\$2,500 & over	8	17	14	7	3	49
Total	19	30	17	7	5	78
Females						
Benefit Amount	1	2	3	4	5	Total
Under \$200	-	-	-	-	-	-
\$200-\$399	-	-	-	-	-	-
\$400-\$599	-	-	-	-	-	-
\$600-\$799	-	-	-	-	1	1
\$800-\$999	-	-	-	-	-	-
\$1,000-\$1,499	-	-	-	-	1	1
\$1,500-\$1,999	-	-	-	-	3	3
\$2,000-\$2,499	1	-	-	-	2	3
\$2,500 & over	-	-	1	-	3	4
Total	1	-	1	-	10	12
Males & Females						
Benefit Amount	1	2	3	4	5	Total
Under \$200	-	-	-	-	-	-
\$200-\$399	-	-	-	-	-	-
\$400-\$599	-	1	-	-	-	1
\$600-\$799	-	1	-	-	1	2
\$800-\$999	1	1	-	-	-	2
\$1,000-\$1,499	2	2	1	-	2	7
\$1,500-\$1,999	1	5	1	-	3	10
\$2,000-\$2,499	8	3	1	-	3	15
\$2,500 & over	8	17	15	7	6	53
Total	20	30	18	7	15	90

Pensioners by Age and Option Code

Average Age Male = 56.8

Average Age Female = 54.3

Average Age Total = 56.5

Males	Option Code					
Age Last Birthday	1	2	3	4	5	Total
Under 50	1	2	1	-	-	4
50-54	9	8	3	-	1	21
55-59	6	12	7	5	3	33
60-64	3	6	6	1	1	17
65-69	-	2	-	1	-	3
70-74	-	-	-	-	-	-
75-79	-	-	-	-	-	-
80-84	-	-	-	-	-	-
85 & over	-	-	-	-	-	-
Total	19	30	17	7	5	78
Females						
Age Last Birthday	1	2	3	4	5	Total
Under 50	-	-	-	-	3	3
50-54	1	-	-	-	1	2
55-59	-	-	1	-	3	4
60-64	-	-	-	-	1	1
65-69	-	-	-	-	1	1
70-74	-	-	-	-	1	1
75-79	-	-	-	-	-	-
80-84	-	-	-	-	-	-
85 & over	-	-	-	-	-	-
Total	1	-	1	-	10	12
Males & Females						
Age Last Birthday	1	2	3	4	5	Total
Under 50	1	2	1	-	3	7
50-54	10	8	3	-	2	23
55-59	6	12	8	5	6	37
60-64	3	6	6	1	2	18
65-69	-	2	-	1	1	4
70-74	-	-	-	-	1	1
75-79	-	-	-	-	-	-
80-84	-	-	-	-	-	-
85 & over	-	-	-	-	-	-
Total	20	30	18	7	15	90

Pensions Awarded in 2014 by Option Code

Average Age = 49.7

Males & Females	Option Code					
Benefit Amount	1	2	3	4	5	Total
Under \$200	-	-	-	-	-	0
\$200-\$399	-	-	-	-	-	0
\$400-\$599	-	-	-	-	-	0
\$600-\$799	-	-	-	-	-	0
\$800-\$999	1	-	-	-	-	1
\$1,000-\$1,499	-	-	-	-	1	1
\$1,500-\$1,999	-	-	-	-	1	1
\$2,000-\$2,499	-	-	1	-	-	1
\$2,500 & over	2	2	1	-	2	7
Total	3	2	2	0	4	11
Males & Females						
Benefit Amount	1	2	3	4	5	Total
Under 50	-	-	1	-	1	2
50-54	3	1	-	-	1	5
55-59	-	1	1	-	2	4
60-64	-	-	-	-	-	-
65-69	-	-	-	-	-	-
70-74	-	-	-	-	-	-
75-79	-	-	-	-	-	-
80-84	-	-	-	-	-	-
85 & over	-	-	-	-	-	-
Total	3	2	2	-	4	11

Retirees and Disabled Members by Service at Retirement and Years Since Retirement
(Average Monthly Benefit)

Average Service at Retirement = 20.8 Average Years Since Retirement = 5.8

Service at Retirement		Years Elapsed Since Retirement							Totals
		0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	
Less than 5	Count	1	1	1	-	1	-	-	4
	Avg. Benefit	\$2,071	\$561	\$1,844	-	\$2,192	-	-	\$1,667
5-9	Count	4	-	1	-	-	-	-	5
	Avg. Benefit	1,832	-	1,484	-	-	-	-	1,762
10-14	Count	3	2	2	-	1	-	-	8
	Avg. Benefit	1,125	2,008	2,225	-	1,452	-	-	1,662
15-19	Count	4	2	4	1	-	-	-	11
	Avg. Benefit	2,867	1,898	1,799	\$2,084	-	-	-	2,231
20-24	Count	4	6	2	-	-	-	-	12
	Avg. Benefit	3,301	2,484	2,470	-	-	-	-	2,754
25-29	Count	20	15	-	-	-	-	-	35
	Avg. Benefit	4,560	3,879	-	-	-	-	-	4,268
30-34	Count	4	-	-	-	-	-	-	4
	Avg. Benefit	4,503	-	-	-	-	-	-	4,503
35 & Over	Count	-	-	-	-	-	-	-	-
	Avg. Benefit	-	-	-	-	-	-	-	-
Totals	Count	40	26	10	1	2	-	-	79
	Avg. Benefit	\$3,666	\$3,133	\$1,991	\$2,084	\$1,822	-	-	\$3,212

Retirees and Disabled Members by Year of Retirement

January 1, 2015 Total = 79

Year of Retirement	Count	Year of Retirement	Count
Under 1960	-	1987	-
1960	-	1988	-
1961	-	1989	-
1962	-	1990	-
1963	-	1991	1
1964	-	1992	-
1965	-	1993	-
1966	-	1994	1
1967	-	1995	-
1968	-	1996	-
1969	-	1997	-
1970	-	1998	-
1971	-	1999	1
1972	-	2000	1
1973	-	2001	2
1974	-	2002	-
1975	-	2003	-
1976	-	2004	7
1977	-	2005	3
1978	-	2006	3
1979	-	2007	3
1980	-	2008	7
1981	-	2009	10
1982	-	2010	9
1983	-	2011	12
1984	-	2012	5
1985	-	2013	6
1986	-	2014*	8

*May include retirements as of January 1, 2015

Thirty Year Projected Benefit Payments

Year Ending December 31	Actives	Retirees*	Total
2015	\$ 352,222	\$ 3,376,202	\$ 3,728,424
2016	945,098	3,405,459	4,350,557
2017	1,497,407	3,400,458	4,897,865
2018	2,052,107	3,425,323	5,477,430
2019	2,675,413	3,451,140	6,126,553
2020	3,338,427	3,445,611	6,784,039
2021	4,048,740	3,441,806	7,490,546
2022	4,800,184	3,446,219	8,246,403
2023	5,584,138	3,439,828	9,023,966
2024	6,476,051	3,421,499	9,897,550
2025	7,448,884	3,392,508	10,841,393
2026	8,427,229	3,377,466	11,804,695
2027	9,448,864	3,360,891	12,809,755
2028	10,600,797	3,329,781	13,930,578
2029	11,902,103	3,293,611	15,195,714
2030	13,255,955	3,269,764	16,525,719
2031	14,600,530	3,238,873	17,839,403
2032	15,919,180	3,205,531	19,124,711
2033	17,283,894	3,174,097	20,457,991
2034	18,681,665	3,127,223	21,808,889
2035	20,019,136	3,070,860	23,089,996
2036	21,273,700	3,016,207	24,289,906
2037	22,473,114	2,955,637	25,428,752
2038	23,522,896	2,886,591	26,409,487
2039	24,443,652	2,812,776	27,256,427
2040	25,250,234	2,734,000	27,984,234
2041	25,852,335	2,650,059	28,502,394
2042	26,317,276	2,560,786	28,878,062
2043	26,610,592	2,466,003	29,076,595
2044	26,764,649	2,365,613	29,130,262

* Includes Disabled Members, Beneficiaries, and Deferred Vested Members. Retirement benefit payments for deferred vested members are assumed to commence at age 50.

APPENDIX A

SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS

Summary of Actuarial Assumptions and Methods

The following methods and assumptions were used in preparing the January 1, 2015 actuarial valuation report.

1. Valuation Date

The valuation date for any given year is January 1st, the first day of each plan year. This is the date as of which the actuarial present value of future benefits and the actuarial value of assets are determined.

2. Actuarial Cost Method

The actuarial valuation uses the Entry Age Normal (EAN) actuarial cost method, amortized as a level percentage of payroll. Under this method, the employer contribution rate is the sum of (i) the employer normal cost rate, and (ii) the rate that will amortize the unfunded actuarial accrued liability (UAAL) or the surplus amount.

- a. The valuation is prepared on the projected benefit basis, under which the present value, at the investment return rate assumed to be earned in the future (currently 7.75%), of each participant's expected benefit payable at retirement or death is determined, based on his/her age, service, sex and compensation. The calculations take into account the probability of a participant's death or termination of employment prior to becoming eligible for a benefit, as well as the possibility of his/her terminating with a service, disability, or survivor's benefit. Future salary increases are also anticipated. The present value of the expected benefits payable for the active participants is added to the present value of the expected future payments to retired participants and beneficiaries to obtain the present value of all expected benefits payable from the Fund on account of the present group of participants and beneficiaries.
- b. The employer contributions required to support the benefits of the Fund are determined using a level funding approach, and consist of a normal cost contribution and a unfunded accrued liability contribution.
- c. The normal cost contribution is determined using the "entry age normal" actuarial cost method. Under this method, a calculation is made to determine the average uniform and constant percentage rate of employer contribution which, if applied to the compensation of each new participant during the entire period of his/her anticipated covered service, would be required to meet the cost of all benefits payable on his/her behalf based on the benefits provisions applicable for the individual member.

- d. The unfunded or “overfunded” actuarial accrued liability contributions are determined by subtracting the actuarial value of assets from the actuarial accrued liability and amortizing the result over 30 years from the valuation date.

3. Actuarial Value of Assets

The actuarial value of assets is based on the market value of assets with a five-year phase-in of actual investment return in excess of (less than) expected investment income. Expected investment income is determined using the assumed investment return rate and the market value of assets (adjusted for receipts and disbursements during the year). The returns are computed net of administrative and investment expenses. An adjustment is made if the actuarial value is not within 20% of the Market Value. For any year following a year in which the 20% of market value adjustment was applied, the actuarial value is determined as if the adjustment was not applied in the previous year.

4. Economic Assumptions

a. Investment return

7.75% per year, compounded annually, composed of an assumed 3.25% inflation rate and a 4.50% net real rate of return. This rate represents the assumed return, net of investment expenses.

b. Salary increase rate

Age	Rate
20	7.00%
25	7.00%
30	7.00%
35	6.50%
40	5.50%
45	5.50%
50	5.00%
55	4.75%
60	4.25%

- c. Payroll growth rate: In the amortization of the unfunded actuarial accrued liability, payroll is assumed to increase 4.25% per year. This increase rate is solely due to the effect of inflation on salaries, with no allowance for future membership growth.

5. Demographic Assumptions

a. Rates Before Retirement

Healthy Pre-Retirement Mortality:

RP-2000 Combined Mortality Table, fully generational, projected with Scale BB

Males: Set back 4 years with a multiplier of 104%

Females: Set back 3 years with a multiplier of 90%

Healthy Post-Retirement Mortality:

RP-2000 Combined Mortality Table, fully generational, projected with Scale BB

Males: Set back 0 years with a multiplier of 104%

Females: Set forward 1 year with a multiplier of 90%

Disabled Mortality:

RP-2000 Disabled Mortality Table, fully generational, projected with Scale BB

Males: Set forward 5 years with a multiplier of 120%

Females: Set forward 5 years with a multiplier of 120%

Age	Pre-Retirement		Post-Retirement		Disabled	
	Projected to 2015 using Scale BB					
	Male	Female	Male	Female	Male	Female
20	0.03%	0.02%	0.03%	0.02%	2.59%	0.85%
25	0.04%	0.02%	0.04%	0.02%	2.59%	0.85%
30	0.04%	0.02%	0.04%	0.03%	2.59%	0.85%
35	0.05%	0.03%	0.08%	0.04%	2.59%	0.85%
40	0.08%	0.05%	0.11%	0.07%	2.59%	0.85%
45	0.11%	0.07%	0.15%	0.11%	3.32%	1.32%
50	0.16%	0.11%	0.21%	0.16%	4.07%	1.84%
55	0.24%	0.17%	0.36%	0.25%	4.54%	2.25%
60	0.42%	0.28%	0.63%	0.44%	5.02%	2.81%
65	0.71%	0.50%	1.11%	0.82%	5.99%	3.77%
70	1.23%	0.91%	1.84%	1.40%	7.85%	5.23%
75			3.14%	2.33%	10.46%	7.24%
80			5.34%	3.81%	13.55%	10.03%
85			9.18%	6.49%	18.64%	14.24%
90			16.16%	11.19%	29.33%	21.33%
95			25.42%	17.15%	39.52%	27.24%
100			34.25%	21.38%	47.75%	35.17%

100% of active deaths and disabilities are assumed to be duty-related.

b. Disability and Withdrawal

Age	Disability		Withdrawal	
	Male	Female	Ultimate	
			Male	Female
20	0.03%	0.03%	12.00%	12.00%
25	0.03%	0.03%	8.00%	8.00%
30	0.03%	0.03%	5.00%	5.00%
35	0.19%	0.19%	3.00%	3.00%
40	0.42%	0.42%	1.00%	1.00%
45	0.65%	0.65%	1.00%	1.00%
50	0.82%	0.82%	1.00%	1.00%
55	1.81%	1.81%	0.50%	0.50%
60	2.00%	2.00%	0.50%	0.50%

c. Retirement Rates

Age	Rate
50	20.0%
51	10.0%
52	15.0%
53	20.0%
54	20.0%
55	30.0%
56	30.0%
57	30.0%
58	30.0%
59	30.0%
60	50.0%
61	50.0%
62	100.0%

6. Other Assumptions

- Percent married: 100.00% of employees are assumed to be married. (No beneficiaries other than the spouse assumed.)
- Age difference: Male members are assumed to be three years older than their spouses, and female members are assumed to be three years younger than their spouses.
- Percent electing annuity on death (when eligible): All of the spouses of vested, married participants are assumed to elect an annuity.

- d. Percent electing deferred termination benefit: Vested terminating members are assumed to elect a refund or a deferred benefit, whichever is more valuable at the time of termination.
- e. Assumed age for commencement of deferred benefits: Members electing to receive a deferred benefit are assumed to commence receipt at the first age at which unreduced benefits are available, which for this plan is age 50.
- f. No benefit data is available for members entitled to deferred benefits. The present value of benefits expected to be paid to vested inactive non-retired members is approximated using the data provided.
- g. There will be no recoveries once disabled. We assume all members are totally disabled.
- h. Administrative expenses: Assumed to be the average of the prior two years, with each year projected at 6.5% to the valuation date.
- i. Pay increase timing: Beginning of (fiscal) year. This is equivalent to assuming that reported pay represents amount paid to members during the year ended on the valuation date.
- j. Decrement timing: Decrements of all types are assumed to occur mid-year.
- k. Eligibility testing: Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.
- l. Incidence of Contributions: Contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in the report, and the actual payroll payable at the time contributions are made.
- m. Benefit Service: All members are assumed to accrue one year of service each year.

APPENDIX B

SUMMARY OF PLAN PROVISIONS

Summary of Plan Provisions

Covered Members	Any person who is employed by the Wyoming Paid Firemen Retirement Fund Plan B for members hired on or after July 1, 1981.
Final Average Salary	Employee's average annual salary for the highest paid three continuous years of service.
Service Retirement	
Eligibility	Age 50 with four or more years of service.
Monthly Benefit	2.80% of employee's highest three-year average salary for each year of credited service, with a max of 25 years or 70%.
Vesting	Any employee who has left employment with four or more years of service, and who has not withdrawn accumulated contributions, is eligible to receive the above benefit or can elect to receive a lump-sum refund of contributions without interest. An employee who terminates with less than four years of service is only eligible for the lump-sum benefit.
Disability Retirement	
Eligibility	No age or service eligibility requirements. Partial or total disability resulting from an individual and specific act, the type of which would normally occur only while employed as an employee, or as otherwise defined under W.S. 15-5-405.
Monthly Benefit	50.0% of Final Average Salary.

Pre-retirement Death Benefit

Eligibility	No age or service requirements.
Monthly Benefit	50% of member's final actual salary, payable to the surviving spouse or eligible dependent child.

Post-retirement Death Benefit

Monthly Benefit	On the death of a member, inactive member, retired member, or survivor the excess of the accumulated member contributions over all pension payments made are payable as a death benefit.
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Contributions

Employee	9.245% of salary. The employer may subsidize all or part of the employee contributions.
Employer	12.00% of salary.
Interest	None.

Cost-of-Living Improvements

W.S. 9-3-454 prohibits benefit changes, including cost-of-living increases, unless the funded ratio stays above 100% plus a margin for adverse experience throughout the life of the benefit change.

Optional Forms of Payment

Option 1 (normal form)	Monthly benefit for life with a lump-sum death benefit equal to the excess (if any) of the employee contributions over the total benefits received.
Option 2	Monthly benefit for life. Upon death, 100% of the benefit continues to be paid to the beneficiary.
Option 3	Monthly benefit for life. Upon death, 50% of the benefit continues to be paid to the beneficiary.
Option 4	Monthly benefit for life with a guarantee of 120 monthly payments
Option 5	The largest possible monthly benefit payable for life with no lump-sum death benefit.